

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF PENNSYLVANIA

S. COURTNEY E. COLLIER,

Plaintiff

v.

SEI INVESTMENTS COMPANY, TODD
CIPPERMAN, EDWARD LOUGHLIN,
RICHARD LIEB, KEVIN JOHNSTON,
KEVIN ROBINS and MARK NAGEL,

Defendants

Civil Action

No. 02-3574

MEMORANDUM OF LAW IN SUPPORT
OF PLAINTIFF'S RESPONSE TO
DEFENDANTS' MOTION *IN LIMINE*

I. INTRODUCTION

The present action presents a race and gender based discrimination and retaliation claims for declaratory, injunctive, monetary and other appropriate relief and is brought by Plaintiff, S. Courtney E. Collier, Esquire ("Plaintiff" or "Collier") against her former employer, SEI Investments Company ("SEI"), a multi-billion dollar investment services company, and Todd Cipperman ("Cipperman"), Edward Loughlin ("Loughlin"), Richard Lieb ("Lieb"), Kevin Johnston ("Johnston"), Kevin Robins ("Robins") and Mark Nagel ("Nagel") (hereinafter collectively "Defendants"), several of SEI's executives who aided and abetted her employers actions, pursuant to Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000(e), *et seq.*, as amended by the Civil Rights Act of 1991 at 42 U.S.C. § 1981(a) (hereinafter "Title VII") the Civil Rights Act of 1866, 42 U.S.C. § 1981 ("§ 1981") and the Pennsylvania Human Relations Act, 43 P.S. § 951 *et seq.* ("PHRA"). It is alleged that as a result of her race and gender, Collier was subjected to discriminatory and disparate

treatment while employed as an attorney in the legal department at SEI and was discriminatorily removed from her position as an attorney, demoted to a position of Vendor Manager and not hired/promoted to a another position more suitable to her qualifications. It is also averred that Collier had averred that she was adversely treated and ultimately terminated in retaliation for her asserting internal and then external complaints about racially-based and gender-based discriminatory employment practices at SEI.

On or about May 19, 2003, defendants filed a Motion for Summary Judgment. Plaintiff filed her response in opposition to that Motion on June 5, 2003. That Motion is pending disposition by this Court. Defendants now seek to have evidence regarding (1) allegations by current or former employees of SEI that SEI discriminated against them, (2) a confidential compensation analysis performed by SEI in 1999, (3) evidence relating to the composition of SEI's Vision Task Force and the invitees to SEI's 2001 Leadership Club, and (4) evidence, including a photograph, relating to the theme of a costume event held during SEI's 2001 Leadership Club excluded from admission at the trial, claiming that all of this evidence is not relevant to the issues in plaintiff's case and that the probative value of the evidence is outweighed by its potential prejudicial effect. Plaintiff opposes defendant's Motion on the basis that the compensation analysis provides evidence that plaintiff was treated less favorably than the Caucasian male attorneys, and that the additional evidence defendant seeks to exclude is probative of both a pattern and practice of race and gender discrimination at SEI and of a corporate culture which permits such discrimination to be tolerated.

II. DISCUSSION

A. Legal Standards

Federal Rule of Evidence 402 states:

All relevant evidence is admissible, except as otherwise provided by the Constitution of the United States, by Act of Congress, by these rules, or by other rules prescribed by the Supreme Court pursuant to statutory authority. Evidence which is not relevant is not admissible.

Federal Rule of Evidence 403 allows evidence to be excluded only if its probative value is **substantially** outweighed by the danger of unfair prejudice, a confusion of the issues, or a misleading the jury.

B. Evidence Regarding The Discriminatory Treatment Of Other Employees Is Relevant To Demonstrate A Pattern And Practice Of Discrimination

Defendant first seeks to preclude evidence regarding discriminatory treatment suffered by other female and African American employees of SEI claiming that such evidence is not probative of plaintiff's individual claims of disparate treatment and because it is unfairly prejudicial. In support of this argument, defendants cite and rely on a 20 year old decision issued from the United States District Court for the Eastern District of Pennsylvania in the pattern and practice case of *Moorhouse v. Boeing Co.*, 501 F.Supp. 390 (E.D.Pa.), *aff'd mem*, 639 F.2d 774 (3d Cir. 1980), and cases cited therein.

Defendants' reliance on *Moorhouse* and the other cases they cite is misplaced in light of subsequent decisions of the Third Circuit Court of Appeals, including *West v. Philadelphia Electric Company*, 45 F.3d 744 (3d Cir. 1995), *Abrams v. Lightolier*, 50 F.3d 1024 (3d Cir. 1995), and *Aman v. Cort Furniture Rental Corporation*, 85 F.3d 1074,

1085 (3d Cir. 1996), all of which recognize that evidence of prior acts of discrimination is properly admitted to show the employer's motive.

An argument identical to that asserted by defendant was raised in *Abrams*, wherein the Court of Appeals affirmed the decision of the trial court which allowed the testimony of five other older former Lightolier employees who alleged that they too had been discriminated against on the basis of their age. Addressing the issues in identical fashion to the defendant herein, the company claimed that allowing this testimony was error, citing F.R.E. 401 and F.R.E. 403 and the *Moorhouse* decision. The Third Circuit declined to cite as error this action of the court below based on its conclusion that the evidence was offered not to show a pattern and practice of age discrimination, but to show age animus on the part of the decision makers. *Abrams v. Lightolier, supra.*, 50 F.3d at 1215, n. 12. In addition, the Court specifically rejected Lightolier's argument that the testimony was overly prejudicial because it "created the possibility that the jury would find against the employer on the basis of these accusations without finding that it had discriminated against Abrams." *Id.*

In the present matter, plaintiff intends to present evidence regarding the treatment of other African American and female employees to show race and gender animus on the part of the decision makers in this matter. As in *Abrams*, *West* and *Aman*, such evidence is properly admissible to show the decision makers' motive and is not unduly prejudicial. Therefore, defendant's Motion to preclude evidence regarding

the fact of and circumstances surrounding the treatment of other African American and female employees of SEI should be denied.¹

C. The Information In The 1999 Confidential Compensation Analysis Is Probative To Show That Plaintiff's Compensation Was Substantially Lower Than That Of The Caucasian Male Attorneys With Whom She Worked

Defendants also seek the exclusion of a confidential compensation analysis performed by SEI in 1999 which shows that plaintiff's salary was over \$33,000.00 lower than the average salary of the Caucasian attorneys with whom she worked on the basis that the analysis is not probative of intentional race discrimination.² Defendant also bases its argument on the fallacious assertion that plaintiff admitted she was compensated fairly during her employment with SEI. Defendants' arguments misrepresent plaintiff's testimony and misapprehend plaintiff's purpose in seeking to introduce the compensation analysis.

Plaintiff intends to introduce the compensation analysis into evidence to demonstrate that she was treated less favorably than the Caucasian attorneys in her department. As such, that document is direct evidence of how her salary compared to that of her Caucasian counterparts and will not be offered as "statistical evidence" for the purpose of establishing an inference of race discrimination, but as direct evidence that her compensation was substantially lower than that of her Caucasian counterparts

¹Plaintiff anticipates presenting this evidence through her own testimony regarding treatment of other employees which she witnessed. In addition, plaintiff intends to introduce the testimony of another former SEI employee, Dierdre Callahan, who will testify about the disparate treatment of female employees at SEI generally as well as the discriminatory treatment of plaintiff as witnessed by Ms. Callahan.

²The copy of the compensation analysis attached to defendants' Motion is not the one plaintiff intends to submit as evidence. Plaintiff has marked as a trial exhibit and intends to introduce the compensation analysis which is attached to Plaintiff's Counter-statement of Undisputed Facts as Exhibit "K" (attached hereto as Exhibit "A"). That document clearly identifies plaintiff and her salary as well as her department, job title and the race, gender, job title and salary of each of the other individuals in her department.

and that the disparity shown in that regard was typical of the wage treatment accorded to the minorities.

In addition, defendants incorrectly assert that plaintiff admits she was fairly compensated. What plaintiff admitted in response to Defendants' Request for Admissions is that when she was hired at SEI her "salary was appropriate, in light of her skills and prior experience." She was not asked nor did she admit that she believed her salary to be fair when compared to that of the Caucasian attorneys in the department. Therefore, the compensation analysis is directly relevant to her disparate treatment claims.

Contrary to defendants' assertions, the compensation analysis presents direct evidence that plaintiff was treated less favorably than the Caucasian attorneys in her department. Therefore, it is relevant to plaintiff's claims and defendants' request that plaintiff be precluded from introducing the compensation analysis at trial should be denied.

D. Evidence Relating To the Composition Of SEI's Vision Task Force And The Composition Of The List Of Invitees to SEI's Leadership Club Is Relevant To Demonstrate The Exclusion Of Minorities From Leadership Positions And From Prestigious Perquisites Provided To Caucasian Employees Of The Company

Defendants seek to preclude the introduction of evidence regarding: 1) the composition of SEI's Vision Task Force, a group of employees enlisted to formulate the direction and procedure for a major restructuring SEI implemented in 2000 and 2001; and 2) the composition of the list of invitees to SEI's 2001 Leadership Club, a paid vacation trip for selected employees and their families which is viewed as a significant perquisite and recognition of outstanding service. The asserted basis for defendants'

request is that this evidence is not probative of the issues presented in this case. It is respectfully suggested that defendants' argument simply misrepresents the nature of the evidence plaintiff proposes to introduce as well as the issues in plaintiff case.

Defendants characterize the lists of employees in SEI's Vision Task Force and invitees to the Leadership Club as demonstrating that "a disproportionately low number of minority employees were invited to participate in SEI's Vision Task Force and SEI's Leadership Club." Defendant's Motion *In Limine*, ¶¶3. In fact, the list of members in the SEI Vision Task Force demonstrates that every member of that Task Force was Caucasian, and that minority employees were not merely "under-represented," they were excluded completely. Similarly, of two hundred twenty-two invitees to the Leadership Club,³ only four or five were minorities, including only two African Americans, and only fifty-five were women. Of the five employees invited by plaintiff's supervisor, Todd Cipperman, all were Caucasian. Such evidence of the virtual exclusion of minorities from such important activities is clearly probative of SEI's pattern and practice of treating African American and female employees less favorably than it treats Caucasian and male employees.

Defendant's contention that the prejudicial nature of these lists outweighs their probative value is equally unavailing. While defendant correctly asserts that introduction of these lists will be prejudicial to defendants' position in that they demonstrate SEI's exclusion of minorities and female employees (as would any evidence tending to show SEI's pattern and practice of race and gender discrimination), such evidence is neither unfair nor will it mislead the jury. In *Abrams v. Lightolier, supra.*, 50 F.3d at 1215, n. 12,

³Defendants' Exhibit I only contains the first five pages of the six page list.

the Court specifically rejected Lightolier's argument that the testimony was overly prejudicial because it "created the possibility that the jury would find against the employer on the basis of these accusations without finding that it had discriminated against Abrams. *Id.*

The lists of employees in SEI's Vision Task Force and invitees to SEI's Leadership Task Force are relevant to show SEI's pattern and practice of excluding minorities and female employees from leadership roles and from prestigious perquisites provided to Caucasian employees of the company. The probative value of those lists will not be substantially outweighed by the possible prejudice to the company. Therefore, SEI's request that those lists be precluded must be denied.

E. Evidence Relating To A Photograph Taken Of An Event Held During SEI's 2001 Leadership Club Trip Is Probative Of A Corporate Culture Which Allows Race Discrimination To Be Tolerated

Finally, defendants seek to exclude a photograph taken during a costume ball held at a former plantation in Natchez Mississippi during SEI's 2001 Leadership Club trip on the basis that the photograph and the event are not relevant to plaintiff's claims and that the probative value of that evidence is outweighed by the danger of unfair prejudice. The photograph in question shows that the attendees were dressed in Antebellum costumes, including a significant number of Confederate officer dress uniforms. It also shows that the attendees were being entertained by an all African American choir which was located on a balcony above and removed from the attendees and was singing gospel songs during the event. All of these circumstances demonstrate a blatant insensitivity to employees of African American decent and racial animus resulting from SEI policies.

In claiming that the photograph and other evidence regarding this event are not relevant to plaintiff's claims, defendants conveniently fail to note that the theme of the event was chosen by SEI's President, Al West, and his wife, and that, during the previous Leadership Club ball, at which attendees were told to dress as their favorite American, Mr. West chose to come dressed as Robert E. Lee.

More importantly, courts, including the United States Court of Appeals for the Third Circuit, have recognized that the president of an organization has significant influence on the attitudes of that organization. *Roebuck v. Drexel University*, 852 F.2d 715, 733 (3d Cir. 1988). Mr. West's choice of costume for the 1999 Leadership Club ball and his and his wife's choice of theme for the 2001 Leadership Club ball clearly evidences a corporate culture which at best tolerates and at worst fosters discrimination on the basis of race. Evidence of those choices, including the photograph of the 2001 ball which shows a significant number of employees dressed in Confederate officer dress uniforms and an all African American choir segregated on a balcony of a former southern plantation from the all-white attendees, is undisputably relevant as evidence of that corporate culture and the alleged pattern and practice of race discrimination at SEI.

While the photograph and the actions which it relates certainly does depict a corporate culture which tolerates or even fosters race discrimination, it is neither untruthful nor not make that evidence unfairly prejudicial as to require its preclusion. *See, Abrams v. Lightolier, supra.*, 50 F.3d at 1215, n. 12.⁴

It is respectfully suggested that the proffered evidence regarding the 1999 and 2001 Leadership Club balls is, in fact, relevant to demonstrate SEI's corporate culture

⁴Defendants state, but fail to explain, how the photograph would be "cumulative." Therefore, that contention should also be rejected.

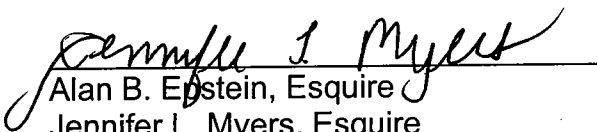
as established by its President, and is probative of SEI's alleged pattern and practice of race discrimination. The probative value of that evidence is not substantially outweighed by any potential unfair substantial prejudice to defendants and therefore, defendants' request to have that evidence precluded must be denied.

IV. CONCLUSION

All of the evidence defendants seek to preclude is relevant to demonstrating either the disparate treatment to which plaintiff was subjected, or how that disparate treatment results from a pattern and practice of race and gender discrimination at SEI. The probative value of that evidence is not substantially outweighed by any substantial prejudice to defendants, therefore, it is respectfully suggested that defendants' Motion *In Limine* must be denied in its totality.

Respectfully submitted,

SPECTOR GADON & ROSEN, P.C.

By: 
Alan B. Epstein, Esquire
Jennifer L. Myers, Esquire
Attorneys for plaintiff

Seven Penn Center
1635 Market Street, 7th Floor
Philadelphia, PA 19103
215-241-8888

Dated: June 23, 2003

CERTIFICATE OF SERVICE

I, Jennifer L. Myers, hereby certify that a true and correct copy of Memorandum of Law in Support of Plaintiff's Response to Defendants' Motion in Limine has been served via United States first-class mail, this 23rd day of June, 2003, upon the following:

Michael Banks, Esquire
Jennifer C. Bell, Esquire
Morgan Lewis & Bockius, LLP
1701 Market Street
Philadelphia, PA 19103-2921


JENNIFER L. MYERS, ESQUIRE

Dated: June 23, 2003

EXHIBIT A

ATTORNEY-CLIENT PRIVILEGED
SEI Investments, Inc.Compensation Analysis Detail
Average Salary and Years at Company By Market/Group and Job Code
Minority v NonMinority

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Market/Group	Job Code	Base+Draw (Annual)	Hire Date	First Name	Last Name	Race	Sex	New EEO	Old Position
130/10	Management Team Member Level 2	Min \$75,000.00 NonMin \$81,900.00	6/1/98	SHEILA COURTNEY	COLLIER	Black	F	2	LEGAL COUNSEL, VICE PRESIDENT
130/10	Management Team Member Level 2	Min \$81,900.00 NonMin \$85,000.00	7/25/93	SANDRA	ORLOW	White	F	2	VICE PRESIDENT
130/10	Management Team Member Level 2	Min \$100,000.00 NonMin \$130,000.00	3/5/98	LYDIA	GAVALUS	White	F	2	LEGAL COUNSEL, VICE PRESIDENT
130/10	Management Team Member Level 2	Min \$130,000.00 NonMin \$145,000.00	1/5/98	JOSEPH	O DONNELL	White	M	2	LEGAL COUNSEL, VICE PRESIDENT
130/10	Management Team Member Level 2	Min \$145,000.00 NonMin \$108,380.00	4/28/95	TODD	CIPPERMAN	White	M	2	LEGAL COUNSEL, VICE PRESIDENT
130/10	Management Team Member Level 2	Min \$108,380.00 NonMin \$69,425.00	3/30/98	LYNDA	STRIEGEL	White	F	2	VICE PRESIDENT
181/30	Management Team Member Level 1	Min \$30,000.00 NonMin \$48,000.00	1/12/98	ZAKIYA	CARTER	Black	F	3	PROGRAMMER/ANALYST
181/30	Management Team Member Level 1	Min \$39,000.00 NonMin \$62,000.00	11/29/93	MALIK	BENIN	Black	M	2	OPERATIONS ANALYST
181/30	Management Team Member Level 1	Min \$62,000.00 NonMin \$62,700.00	12/21/95	WENDY	ZIMMERMAN	White	F	2	BUSINESS SYSTEMS ANALYST
181/30	Management Team Member Level 1	Min \$62,700.00 NonMin \$68,000.00	9/29/97	JOHN	HAND	White	M	2	SOFTWARE SUPPORT ANALYST
181/30	Management Team Member Level 1	Min \$68,000.00 NonMin \$85,000.00	7/12/93	MARTIN	CORNMAN	White	M	2	SYSTEMS ANALYST
181/30	Management Team Member Level 1	Min \$85,000.00 NonMin \$69,425.00	8/2/93	JEFFREY	LOUDERMILK	White	M	2	BUSINESS SYSTEMS ANALYST
20/10	Management Team Member Level 1	Min \$37,000.00 NonMin \$37,500.00	4/16/84	CANDICE	TAYLOR	Black	F	2	SENIOR ANALYST
20/10	Management Team Member Level 1	Min \$70,000.00 NonMin \$53,500.00	3/16/95	YEE KWONG	CHAN	Asian	M	2	TAX ANALYST
20/10	Management Team Member Level 1	Min \$31,000.00 NonMin \$37,500.00	6/9/97	PANAGIOTIS	ZOGRAFAKIS	White	M	2	STAFF ACCOUNTANT
20/10	Management Team Member Level 1	Min \$37,500.00 NonMin \$36,500.00	3/20/95	MARIANNE	BAMFORD	White	F	2	BUSINESS ANALYST
20/10	Management Team Member Level 1	Min \$36,500.00 NonMin \$53,500.00	11/7/83	NANCY	VENEZIA	White	F	2	ANALYST
20/10	Management Team Member Level 1	Min \$53,500.00 NonMin \$54,000.00	8/6/94	JONATHAN	YURCHAK	White	M	2	REVENUE TEAM LEADER
20/10	Management Team Member Level 1	Min \$54,000.00 NonMin \$55,000.00	7/9/90	MARIE	COMBER	White	F	2	SR. TAX ANALYST
20/10	Management Team Member Level 1	Min \$55,000.00 NonMin \$61,500.00	2/27/85	SHARON	FOX-MYERS	White	F	2	REVENUE TEAM LEADER
20/10	Management Team Member Level 1	Min \$61,500.00 NonMin \$63,000.00	9/18/95	EUGENIA	FERGUSON	White	F	2	TAX ANALYST
20/10	Management Team Member Level 1	Min \$63,000.00 NonMin \$63,000.00	12/3/90	BETH	LYNCH	White	F	2	REVENUE TEAM LEADER
20/10	Management Team Member Level 1	Min \$63,000.00 NonMin \$50,777.78	8/16/93	THOMAS	TRAINER	White	M	2	SENIOR TAX ANALYST
20/20	Management Team Member Level 1	Min \$40,000.00 NonMin \$40,000.00	12/7/92	REENA	REWARI	Asian	F	2	SUPERVISOR

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ATTORNEY-CLIENT PRIVILEGED
SEI Investments, Inc.Compensation Analysis Detail
Average Salary and Years at Company By Market/Group and Job Code
Minority v Nonminority

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Market/Group	Job Code	Min/NonMin	Base-Draw (Annual)	Hire Date	First Name	Last Name	Race	Sex	New EEO	Old Position
20/20	Management Team Member Level 1	NonMin	\$28,000.00	11/22/96	SUSAN	CHAPMAN	White	F	5	ANALYST
20/20	Management Team Member Level 1	NonMin	\$31,000.00	4/20/98	COLLEEN	LOBEL	White	F	2	ANALYST
20/20	Management Team Member Level 1	NonMin	\$31,000.00	5/15/97	SANDRA	CRAWFORD	White	F	2	STAFF ACCOUNTANT
20/20	Management Team Member Level 1	NonMin	\$33,000.00	9/29/80	ROBIN KAY	MARCHESE	White	F	2	SENIOR ANALYST
20/20	Management Team Member Level 1	NonMin	\$34,500.00	9/25/89	MONICA	SULLIVAN	White	F	2	BUSINESS ANALYST
20/20	Management Team Member Level 1	NonMin	\$40,000.00	4/20/98	VALERIE	DIFILIPPO	White	F	2	STAFF ACCOUNTANT
20/20	Management Team Member Level 1	NonMin	\$41,500.00	8/19/96	BETH ANN	DURNING	White	F	2	STAFF ACCOUNTANT
20/20	Management Team Member Level 1	NonMin	\$42,500.00	5/21/90	MARK	CARRE	White	F	2	ANALYST
20/20	Management Team Member Level 1	NonMin	\$52,000.00	10/18/93	SHARON	WARNER	White	F	2	SENIOR ANALYST
20/20	Management Team Member Level 1	NonMin	\$59,000.00	8/3/92	KAREN	BONAS	White	F	2	PURCHASING MANAGER
20/20	Management Team Member Level 1	NonMin	\$61,000.00	12/12/88	ROBERT	HALLE	White	F	2	TEAM LEADER
20/20	Management Team Member Level 1	NonMin	\$75,000.00	3/10/93		SILVESTRI	White	M	2	FINANCIAL REPORTING MANAGER
NonMin Average			\$44,041.67							

210/30	Operations Team Member Level 1	Min	\$28,500.00	3/2/98	QASSIM	AL JORANI	Other	M	5	TRANSFER ADMINISTRATOR
210/30	Operations Team Member Level 1	Min	\$33,000.00	6/23/98	ANGELA	WANYANDEH	Black	F	2	ADMINISTRATOR
210/30	Operations Team Member Level 1	Min	\$35,000.00	7/28/97	AMIT	DOGRA	Asian	M	2	ACCOUNT ADMINISTRATOR
Min Average			\$32,166.67	1/28/98						
210/30	Operations Team Member Level 1	NonMin	\$28,000.00	3/23/98	FRANK	ROSALA	White	M	2	ACCOUNT ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$28,000.00	6/15/98	EDWARD	MAHON	White	M	2	ACCOUNT ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$29,000.00	3/9/98	BRIAN	MURPHY	White	M	2	ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$29,200.00	8/25/97	DENNIS	KOZUBAL	White	M	2	TRANSFER ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$30,000.00	9/9/96	JINNY	GREISS	White	F	2	ACCOUNT ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$30,000.00	9/30/96	ROBERT	STILES	White	M	2	FUND ACCOUNTANT
210/30	Operations Team Member Level 1	NonMin	\$31,000.00	7/29/96	HUGH	O DONNELL	White	M	2	MUTUAL FUND ANALYST
210/30	Operations Team Member Level 1	NonMin	\$31,500.00	5/13/96	MATTHEW	MC CLOSKEY	White	M	2	ACCOUNT ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$33,500.00	12/20/93	JOSEPH	WEIR	White	M	2	MUTUAL FUND ANALYST
210/30	Operations Team Member Level 1	NonMin	\$34,000.00	9/6/95	EDWARD	MC LAUGHLIN	White	M	2	MUTUAL FUND ANALYST
210/30	Operations Team Member Level 1	NonMin	\$35,000.00	10/20/97	BRETT	CHESEMAR	White	M	2	ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$36,500.00	10/11/94	JOHN	CADEN	White	M	2	SUPERVISOR
210/30	Operations Team Member Level 1	NonMin	\$37,000.00	3/2/98	KEITH	FAULDEBUSH	White	M	2	ACCOUNT ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$38,000.00	9/19/88	MARY	FARRELL	White	F	2	SALES ASSOCIATE
210/30	Operations Team Member Level 1	NonMin	\$38,500.00	8/24/95	MARK	VAN ZANDT	White	M	2	CORPORATE EVENTS MANAGER
210/30	Operations Team Member Level 1	NonMin	\$39,520.00	8/21/96	CHRISTOPHER	DELANEY	White	M	2	TRUST RECON. SPECIALIST
210/30	Operations Team Member Level 1	NonMin	\$40,000.00	2/21/95	KRISTEN	MORGAN	White	F	2	SERVICES DIRECTOR
210/30	Operations Team Member Level 1	NonMin	\$47,500.00	11/16/87	BERNICE	CONDELLIS	White	F	2	CORP. ACTIONS ADMINISTRATOR
210/30	Operations Team Member Level 1	NonMin	\$50,000.00	3/17/93	ALEXANDROS	ZELLER	White	M	2	ASSOCIATE
210/30	Operations Team Member Level 1	NonMin	\$50,000.00	8/8/94	DEREK	GIBBONS	White	M	2	CUSTODY MANAGER
210/30	Operations Team Member Level 1	NonMin	\$63,000.00	10/4/93	CHRISTOPHER		White	M	2	
NonMin Average			\$37,105.71	6/21/95						

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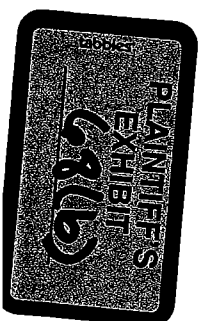
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SEI Investments, Inc.Compensation Analysis Detail
Average Salary and Years at Company By Market/Group and Job Code
Minority v NonMinority

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Market/Group	Job Code	Min/NonMin	Base+Draw (Annual)	Hire Date	First Name	Last Name	Race	Sex	New EEO	Old Position
260/70	Service Team Member Level 1	Min	\$49,059.00	2/21/90	ROY	PEPITO	Hisp	M	2	LEAD PROCESSING COORDINATOR
260/70	Service Team Member Level 1	Min Average	\$49,059.00	2/21/90						
260/70	Service Team Member Level 1	NonMin	\$35,091.00	2/20/84	ELENA	POKORNY	White	F	2	ADMINISTRATIVE ASSISTANT
260/70	Service Team Member Level 1	NonMin	\$37,500.00	3/26/87	KELLY	KEOHANE	White	F	2	MARKETING REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$42,000.00	5/13/91	MICHAEL	DUGAN	White	M	2	SERVICE SPECIALIST
260/70	Service Team Member Level 1	NonMin	\$46,000.00	6/8/87	CHRISTINE	HAHN	White	F	2	PRODUCTION ANALYST
260/70	Service Team Member Level 1	NonMin	\$46,140.00	9/5/89	BETH	PIETRZAK	White	F	2	PRODUCTION COORDINATOR
260/70	Service Team Member Level 1	NonMin	\$47,000.00	4/7/87	JANET	SPAVENTA	White	F	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$47,000.00	7/30/96	KIM	PETERSON	White	F	2	OPERATIONS MANAGER
260/70	Service Team Member Level 1	NonMin	\$48,000.00	3/9/98	ALEC	KNIGHT	White	M	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$48,000.00	8/20/87	JAMES	MARQUET	White	M	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$50,000.00	12/8/87	RHONDA	COOK	White	F	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$50,000.00	3/2/98	JOEL	BUFFARDI	White	M	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$51,000.00	5/1/87	PAUL	LENTINI	White	M	2	ACCOUNT ADMINISTRATOR
260/70	Service Team Member Level 1	NonMin	\$55,000.00	10/14/91	REBECCA	SNYDER	White	F	2	ASSOC. ACCOUNT EXEC.
260/70	Service Team Member Level 1	NonMin	\$55,000.00	7/7/98	ELIZABETH	THOMPSON	White	F	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$55,250.00	3/7/94	MARK	HOOPES	White	F	2	PRODUCT MANAGER
260/70	Service Team Member Level 1	NonMin	\$56,000.00	3/11/96	KATHLEEN	SCHLICHTMANN	White	F	2	ACCOUNT REPRESENTATIVE
260/70	Service Team Member Level 1	NonMin	\$63,000.00	7/23/80	MARK	HANNA	White	M	2	SERVICE SPECIALIST
260/70	Service Team Member Level 1	NonMin	\$65,000.00	7/1/96	ROBERT	GLENDENNING	White	M	2	ACCOUNT DIRECTOR
260/70	Service Team Member Level 1	NonMin	\$73,500.00	1/11/78	RICHARD	WEBER	White	M	2	PROJECT MANAGER SERVICE
		NonMin Average	\$51,130.58	8/12/93						

30/30	Management Team Member NonExempt	Min	\$18,015.00	11/1/50	HERBERT	BRACY	Black	M	9	SECURITY GUARD
30/30	Management Team Member NonExempt	Min	\$19,667.34	9/10/90	BRUCE	MAYES	Black	M	9	SECURITY GUARD (36 HRS)
30/30	Management Team Member NonExempt	Min Average	\$18,841.17	10/6/90						
30/30	Management Team Member NonExempt	NonMin	\$19,350.00	2/22/97	DARLENE	SINGLETON	White	F	9	SECURITY GUARD
30/30	Management Team Member NonExempt	NonMin	\$20,041.00	9/3/96	JOHN	MC CANN	White	M	9	SECURITY GUARD
30/30	Management Team Member NonExempt	NonMin	\$20,800.00	6/23/98	STEPHANIE	VUOLO	White	F	5	INTERN
30/30	Management Team Member NonExempt	NonMin	\$21,514.42	6/11/91	WALTER	SINGLETON, JR	White	M	9	SECURITY GUARD (36 HRS)
30/30	Management Team Member NonExempt	NonMin	\$21,528.00	7/12/93	WILLIAM	GAUGER	White	M	9	SECURITY GUARD
30/30	Management Team Member NonExempt	NonMin	\$28,662.00	1/4/82	WALTER SCOTT	ROYER	White	M	5	MATERIAL HANDLER
30/30	Management Team Member NonExempt	NonMin	\$30,072.22	10/8/83	PAUL	EAGERS	White	M	9	ASSISTANT SUPERVISOR
30/30	Management Team Member NonExempt	NonMin	\$31,500.00	7/31/89	KEITH	MOYER	White	M	7	MAINTENANCE MECHANIC
30/30	Management Team Member NonExempt	NonMin	\$31,850.00	9/2/97	FRED	DRUMMOND	White	M	7	MAINTENANCE MECHANIC
30/30	Management Team Member NonExempt	NonMin	\$35,651.00	7/5/78	FREDERICK	ARNOLD	White	M	9	GROUP LEADER
30/30	Management Team Member NonExempt	NonMin	\$44,412.00	7/23/84	WILLIAM	MONZO	White	M	6	LEAD MAINTENANCE MECHANIC
		NonMin Average	\$27,761.88	4/21/80						

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Market/Group	Job Code	Base/Draw	Hire Date	First Name	Last Name	Race	Sex	New EEO	Old Position
420/30	Operations Team Member Level 1	Min \$30,000.00	1/5/98	HECTOR	BERDECIA	Hisp	M	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	Min \$40,000.00	2/17/98	RONALD	THOMAS	Black	M	2	CLIENT SERVICE ADMINISTRATOR
420/30	Operations Team Member Level 1	Min Average \$35,000.00	1/26/98	JULIA	SHAYER	White	F	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$30,000.00	1/12/98	ANDREW	DRAUGUS	White	M	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$31,200.00	7/28/97	ARDIS	SEMPINPHELTER	White	F	2	ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$33,000.00	3/16/98	KELLY	SWANEY	White	F	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$35,366.00	7/15/96	ANTHONY	FARNUM	White	M	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$36,200.00	1/27/97	WENDY	WILLIAMSON	White	F	2	SECURITY ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$36,240.00	12/23/96	KARIN	HOEFFERLE	White	F	2	SECURITIES ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$37,280.00	6/3/96	KIMBERLY	GREEN	White	F	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$37,800.00	7/14/97	GEORGE	TSIARAS	White	M	2	ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$39,000.00	4/24/97	PAVELA	DONOVAN	White	F	2	SECURITIES ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$39,140.00	10/20/97	KATHLEEN	MERGOTT	White	F	5	ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$39,520.00	3/3/97	WILLIAM	FEICK JR	White	M	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$39,750.00	3/13/95	KAREN	O DONNELL	White	F	2	MUTUAL FUND ANALYST
420/30	Operations Team Member Level 1	NonMin \$40,000.00	7/29/96	GERALD	KECZCYK	White	M	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$41,200.00	5/16/94	SEAN	FLANAGAN	White	M	2	SECURITIES ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$43,680.00	5/28/97	CHARLES	FOX	White	M	2	BENEFIT SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$44,000.00	4/21/97	EILEEN	CURTIN	White	F	2	CLIENT ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$45,760.00	3/25/96	ANTHONY	DIGIROLAMO	White	M	2	SECURITIES SPECIALIST
420/30	Operations Team Member Level 1	NonMin \$47,250.00	9/19/94	KATHLEEN	BROWN	White	F	2	TRUST ACCT ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$48,000.00	5/19/97	ANTONIO	NAPOUITANO	White	M	2	ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$54,080.00	4/19/93	ROBERT	PRICE	White	M	2	SECURITIES ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$58,640.00	1/25/94	JACQUELINE	ESPOSITO	White	F	2	MUTUAL FUND ADMINISTRATOR
420/30	Operations Team Member Level 1	NonMin \$59,160.00	5/4/81	CAROL	GOLDBACH	White	F	2	SERVICE ASSOCIATE
420/30	Operations Team Member Level 1	NonMin Average \$41,969.42	3/31/97	ROSEMARIE	BELFIORE	White	F	2	BENEFITS SPECIALIST
460/40	Product Team Member Level 1	Min \$40,425.00	7/31/95	KINA	GUYTON	Black	F	2	UNDERGRADUATE NEW HIRE
460/40	Product Team Member Level 1	Min Average \$35,000.00	9/1/97	ERIN	BROOKS	White	F	2	SALES SUPPORT
460/40	Product Team Member Level 1	NonMin \$43,000.00	5/28/98	WENDY	MORRIS	White	F	2	PROJECT MANAGER
		NonMin Average \$39,000.00	1/13/98						

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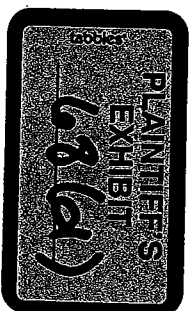
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Market/Group	Job Code	Min/NonMin	Base+Draw (Annual)	Hire Date	First Name	Last Name	Race	Sex	New EEO	Old Position
600/40	Operations Team Member Level 1	Min	\$44,100.00	9/28/81	JAMES	SCOTT III	Black	M	3	SUPPORT CENTER ANALYST
600/40	Operations Team Member Level 1	Min Average	\$44,100.00	9/28/81	FAITH	PALMER	White	F	3	SUPPORT CENTER ANALYST
600/40	Operations Team Member Level 1	NonMin	\$42,500.00	2/2/98	ROSARIO	MAUGERI	White	M	3	SUPPORT CENTER ANALYST
600/40	Operations Team Member Level 1	NonMin	\$43,500.00	5/1/96	SAMUEL	HESS	White	M	3	SR. SECURITY ADMINISTRATOR
600/40	Operations Team Member Level 1	NonMin	\$44,100.00	6/5/95	RALPH	STEELE	White	M	3	SUPPORT CENTER ANALYST
600/40	Operations Team Member Level 1	NonMin	\$45,240.00	6/2/97	ANNE	HOGAN	White	F	3	CLIENT SUPPORT ANALYST I
600/40	Operations Team Member Level 1	NonMin	\$48,200.00	3/15/78	JOSEPH	WEBER	White	M	3	SERVICE SPECIALIST
600/40	Operations Team Member Level 1	NonMin	\$54,000.00	4/29/85	RICHARD	EBBERT JR	White	M	3	SUPPORT CENTER ANALYST
600/40	Operations Team Member Level 1	NonMin	\$67,800.00	7/28/97	JOSEPH	HORVATH	White	M	3	SR. TECHNICAL SPECIALIST
		NonMin Average	\$48,417.50	3/11/91						

680/20	Operations Team Member Level 1	Min	\$23,500.00	5/1/98	WINSTON	MOSES	Black	M	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	Min	\$23,500.00	6/1/98	JAMES	THOMPSON	Black	M	2	BROKER/DEALER SUPT. REP.
680/20	Operations Team Member Level 1	Min	\$24,403.00	12/1/97	ROLAND	KING, JR	Black	M	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	Min	\$27,794.00	4/22/96	NICOLA	WALLACE	Black	F	2	SHAREHOLDER COMMUNICATION LEAD
680/20	Operations Team Member Level 1	Min	\$32,039.00	8/1/97	JERRY	LEATH	Black	M	2	INFORMATION SUPPORT SPECIALIST
680/20	Operations Team Member Level 1	Min	\$34,000.00	11/20/95	CYNTHIA	BROWN	Black	F	2	SUPERVISOR
		Min Average	\$27,639.33	6/2/97						
680/20	Operations Team Member Level 1	NonMin	\$23,500.00	6/1/98	AUSON	HESS	White	F	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$23,500.00	4/13/98	ERIC	BLAKEMORE	White	M	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$23,500.00	6/8/98	ROBERT	GORMLEY	White	M	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$24,317.00	3/23/98	BARBARA	WING	White	F	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$25,244.00	6/3/96	JOAN	TRIFELETTI	White	F	2	CLERK
680/20	Operations Team Member Level 1	NonMin	\$25,725.00	12/29/97	MARISA	ROWAN	White	F	2	BROKER/DEALER SUPT. REP.
680/20	Operations Team Member Level 1	NonMin	\$25,725.00	6/23/97	ALEXANDRA	RUPNIK	White	F	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$25,850.00	4/13/98	JENNIFER	HARRIS	White	F	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$25,928.00	2/23/98	RICHARD	WIEDL	White	M	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$26,000.00	6/30/98	JONATHAN	BERNABEI	White	M	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$26,843.00	2/9/98	PATRICK	MC MENAMIN	White	M	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$27,000.00	7/28/97	PETER	BEDNAREK	White	M	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$28,016.00	9/29/97	MICHAEL	HOWARD	White	M	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$28,376.00	1/27/97	JOHN	WESOLOWSKY	White	M	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$29,464.00	7/17/95	FRANCES	HATTON	White	M	2	MUTUAL FUND ADMINISTRATOR
680/20	Operations Team Member Level 1	NonMin	\$30,077.00	4/13/92	GERTRUDE	HAHN	White	F	2	SHAREHOLDER COMPLIANCE REP
680/20	Operations Team Member Level 1	NonMin	\$30,465.00	3/24/97	ELIZABETH	WISSER	White	F	2	SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	\$30,630.00	10/2/96	CLAIRISSA	MEDERROS	White	F	2	MANAGER
680/20	Operations Team Member Level 1	NonMin	\$31,600.00	11/23/92	MARLENA	HELLER	White	F	2	INVESTOR SVCS. REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$32,000.00	6/27/96	MELANIE	BAYICH	White	F	2	SERVICE REPRESENTATIVE
680/20	Operations Team Member Level 1	NonMin	\$32,000.00	12/30/96	ERIC	KRATZINGER	White	M	2	SERVICE REPRESENTATIVE

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Market/Group	Job Code	Base+Draw (Annual)	Hire Date	First Name	Last Name	Race	Sex	New EEO	Old Position
680/20	Operations Team Member Level 1	NonMin	6/27/94	DINA	ROMEO	White	F	2	PROJECT LEADER
680/20	Operations Team Member Level 1	NonMin	8/14/95	CHRISTINE	CROMER	White	F	2	SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	9/22/97	KYLE	KOEHLER	White	M	2	SUPERVISOR (E)
680/20	Operations Team Member Level 1	NonMin	11/3/86	DEBORAH	GENTILINI	White	F	2	SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	9/4/96	SHARON	AUGUSTEFER	White	F	2	SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	6/14/93	KAREN	NOYLE	White	F	2	SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	2/14/94	PATRICIA	REILLY	White	F	2	OPERATIONS MANAGER
680/20	Operations Team Member Level 1	NonMin	4/24/95	COLEEN	MOSES	White	F	2	MANAGER
680/20	Operations Team Member Level 1	NonMin	7/16/91	BRIDGET	O'NEILL	White	F	2	SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	12/4/95	JOHN	CROWN	White	M	2	IW SUPERVISOR
680/20	Operations Team Member Level 1	NonMin	4/21/97	WILLIAM	LYNN	White	M	2	BROKER/DEALER SUPT. REP.
NonMin Average		\$32,998.34	3/7/96						

750/10	Product Team Member Level 1	Min	\$43,000.00	11/26/96	LAWRENCE	CHANG	Asian	M	2	ASSOCIATE
Min Average		\$43,000.00	11/26/96							
750/10	Product Team Member Level 1	NonMin	\$33,000.00	5/10/95	JOHN	DIEDERICH	White	M	5	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$35,000.00	7/28/97	ROBERT	GREENIP	White	M	2	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$43,000.00	7/29/96	KAREN	PALLEN	White	F	2	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$43,000.00	4/26/94	ROBERT	MC CARTHY	White	M	2	INVESTMENT ANALYST TRADER
750/10	Product Team Member Level 1	NonMin	\$43,000.00	7/29/96	ERIC	HOERDEMANN	White	M	2	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$46,000.00	7/31/95	JOHN	GARDNER	White	M	2	UNDERGRADUATE NEW HIRE
750/10	Product Team Member Level 1	NonMin	\$48,000.00	7/11/94	JOHN	DESSAUER	White	M	2	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$52,000.00	7/11/94	MARK	MC CARON	White	M	2	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$52,000.00	6/16/97	JAMES	MARTIELLI	White	M	2	ASSOCIATE
750/10	Product Team Member Level 1	NonMin	\$55,000.00	3/2/92	DAMIAN	HARRIS	White	M	2	SR INVESTMENT ANALYST
750/10	Product Team Member Level 1	NonMin	\$71,550.00	4/20/92	TODD	OLDFIELD	White	F	2	PRODUCT SPECIALIST
750/10	Product Team Member Level 1	NonMin	\$76,550.00	7/12/93	TODD	WALKLETT	White	M	2	INVESTMENT PRODUCT ANALYST
750/10	Product Team Member Level 1	NonMin	\$78,250.00	8/19/91	CHRISTOPHER	VELLA	White	M	2	ASSOCIATE
NonMin Average		\$53,778.57	10/4/94							

750/10	Product Team Member Level 2	Min	\$45,000.00	6/12/98	RAJAT	BABBAR	Other	M	2	INVESTMENT ANALYST
Min Average		\$45,000.00	6/12/98							
750/10	Product Team Member Level 2	NonMin	\$83,250.00	4/8/97	JOHN	DELANEY	White	M	2	SENIOR INVESTMENT ANALYST
750/10	Product Team Member Level 2	NonMin	\$96,500.00	3/4/96	MICHAEL	HOGAN	White	M	2	SR INVESTMENT ANALYST
750/10	Product Team Member Level 2	NonMin	\$96,500.00	6/15/92	JOHN	ROSENBERGER	White	M	2	PERFORMANCE ANALYST
750/10	Product Team Member Level 2	NonMin	\$96,500.00	7/13/92	GREGORY	STAHL	White	M	2	INVESTMENT PRODUCT ANALYST
750/10	Product Team Member Level 2	NonMin	\$96,500.00	8/10/92	PHILIP	WAGNER	White	M	2	INVESTMENT PRODUCT MANAGER

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Market/Group	Job Code	Min/NonMin	Base+Draw (Annual)	Hire Date	First Name	Last Name	Race	Sex	EEO	New	Old Position
up											
750/10	Product Team Member Level 2	NonMin	\$118,200.00	2/9/98	ANTONIO	TAN-TORRES	White	M	2	INVESTMENT ANALYST	
		NonMin Average	\$97,508.33	11/9/94							

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